Sustainability Report

2025

emsa
COMMITTEDCHEMISTRY

www.emsaquimica.com

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Emsa introduction

The truth: we can do better

And we are going to start by being more honest.

We are committed to ensuring that this report is not a catalogue of achievements, but an honest and realistic account of our impact: the progress we have made and the areas where we still need to improve.

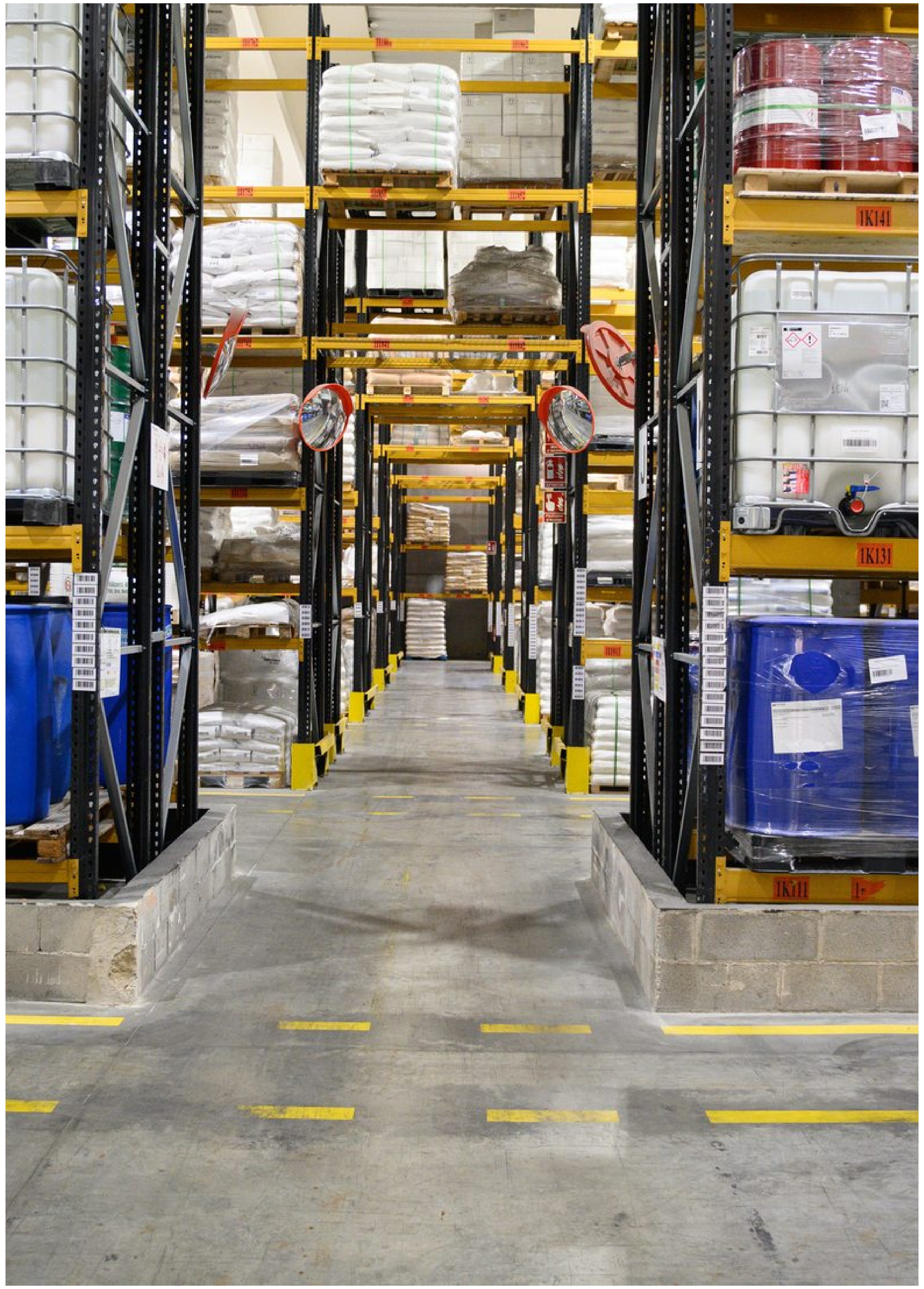
Sustainability means looking at our activities more responsibly, based on data, facts and evidence. That is why this document is built on a clear premise: to communicate without overstating our progress or concealing our limitations.

We began this journey in 2022 with the publication of our first report. Since then, we have learned that improving also means acknowledging what is not working, identifying our shortcomings and gaining a better understanding of where we generate impact: through the products we distribute, the suppliers we work with, our logistics, our customers and the people who are part of Emsa.

This document presents our progress, the lessons we have learned and the challenges that remain. It includes what we have achieved, but also what we have yet to resolve. Because understanding where our strategy falls short is essential if we are to improve it.

We will analyse more, measure better and make decisions that are increasingly aligned with our purpose: making committed chemistry more accessible.

We can do better. And we will.



1. Message from the CEO

2025 was a year in which we continued to move forward while gaining a clearer understanding of everything that still lies ahead. It was also a year of internal evolution. Emsa is renewing itself to respond more effectively to business challenges, strengthening its organisation and adapting its areas to work in a more coordinated and agile way, closely aligned with the needs of our customers, suppliers and teams.

At Emsa, we know that sustainability cannot be built by a company in isolation or by a single department. It is shaped by the way we work every day, the products we distribute, our relationships with suppliers, the service we provide to our customers and, above all, the people who make this company possible.

Our purpose—making committed chemistry more accessible—reminds us that we have an important role to play in the supply chain. We do not manufacture all the products we distribute, but we can contribute sound judgement, traceability, efficiency and value in increasingly demanding sectors.

We still have a great deal to do. And the further we progress, the clearer it becomes that collaboration is key: with suppliers, customers, logistics partners, industry organisations and internal teams. Because major challenges cannot be addressed individually, but by building strong, realistic and lasting partnerships.

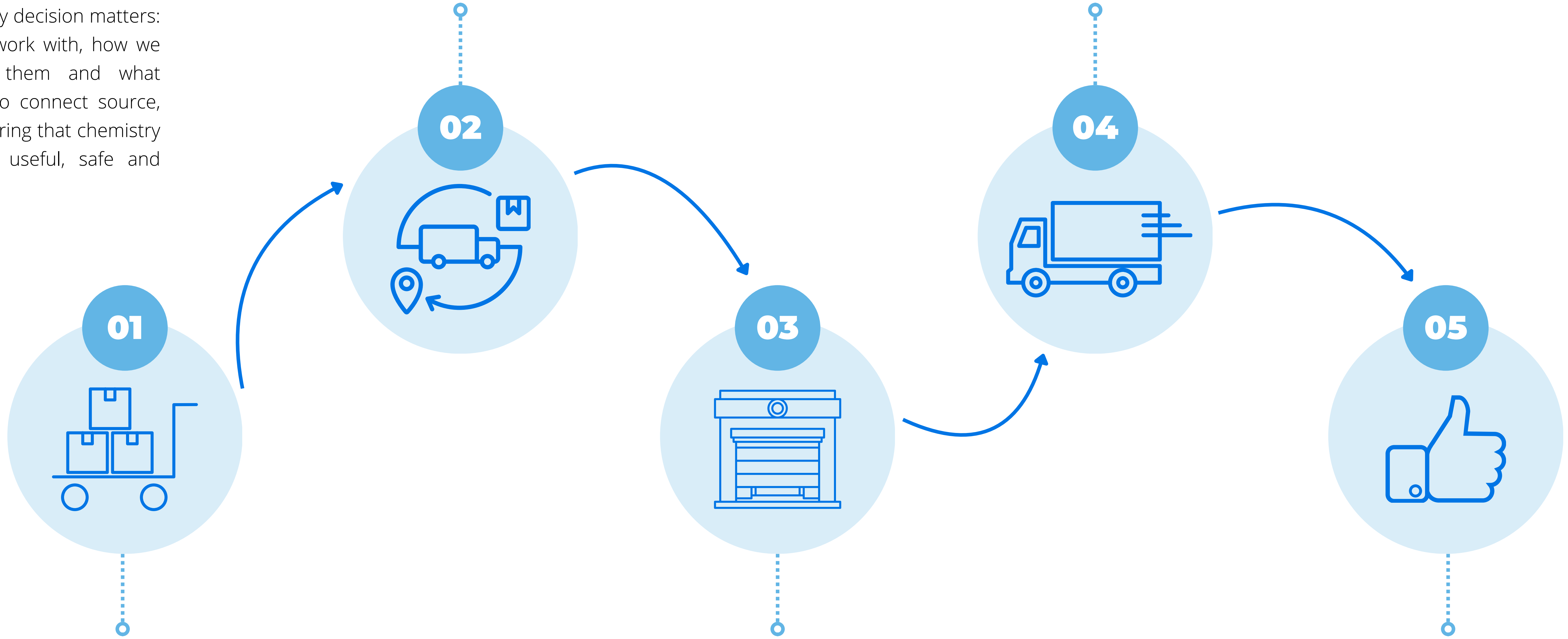
Yours sincerely,

Patricia Elvira

CEO of Emsa Tecnología Química

2. Supply chain management

We are one link in a chain where every decision matters: which products we select, who we work with, how we transport them, how we adapt them and what information we share. Our role is to connect source, expertise, logistics and end use, ensuring that chemistry reaches where it is needed in a useful, safe and increasingly responsible way.



Active suppliers

We work with more than **150 suppliers** committed to responsible practices.

Efficient logistics

We have a network of **freight forwarders and transport companies** aligned with our sustainability values.

Warehouse management

Our warehouse optimises product storage and distribution.

Large-scale distribution

In 2025, we distributed **42,000 tonnes** of products.

Satisfied customers

We supply more than **500 end customers**.

3. What we believe in

Purpose

We care about making committed chemistry more accessible.

Values

Our values are the foundation of the way we work. They define how we relate to one another, how we make decisions and how we want to move forward as a team.

At Emsa, we believe in **commitment** , because every decision has an impact on our customers, suppliers, colleagues and surroundings.

We believe in **integrity**, because trust is built by ensuring that our actions are consistent with our words.

We believe in **responsibility**, because being part of a supply chain means fulfilling our role with rigour, sound judgement and transparency.

We believe in **initiative** , because improvement requires us to propose, act and seek new ways to add value.

We believe in **adaptability**, because we operate in a changing market, where regulatory, logistical and technical challenges demand flexibility and continuous learning.

We believe in **respect** , because people are the foundation of our company and of every lasting relationship.

And we believe in **teamwork** , because no real progress can be achieved in isolation. We are part of a system, and only through collaboration can we continue to improve.

4. Highlights and milestones

We begin a new chapter in Emsa's leadership

In 2025, we began a new chapter with a change in senior management. Patricia Elvira took on the role of CEO, marking a transition that reinforces the continuity of the project and enables us to keep moving forward with an organisation better prepared to meet today's challenges.

We regain the EcoVadis Silver Medal

In 2025, we once again received the EcoVadis Silver Medal. This recognition assesses our performance in sustainability, ethics, labour rights and responsible procurement, helping us identify progress and areas where there is still room for improvement.

We advance to Phase 2 of the MITECO Carbon Footprint Registry

Throughout 2025, we continued measuring and monitoring our carbon footprint through the MITECO Registry. This phase marks our progression from the "Calculate" recognition to "Calculate and Reduce", which requires us not only to measure our footprint but also to demonstrate a reduction in emissions in line with the Registry's criteria.

+225
New products

10
New employees

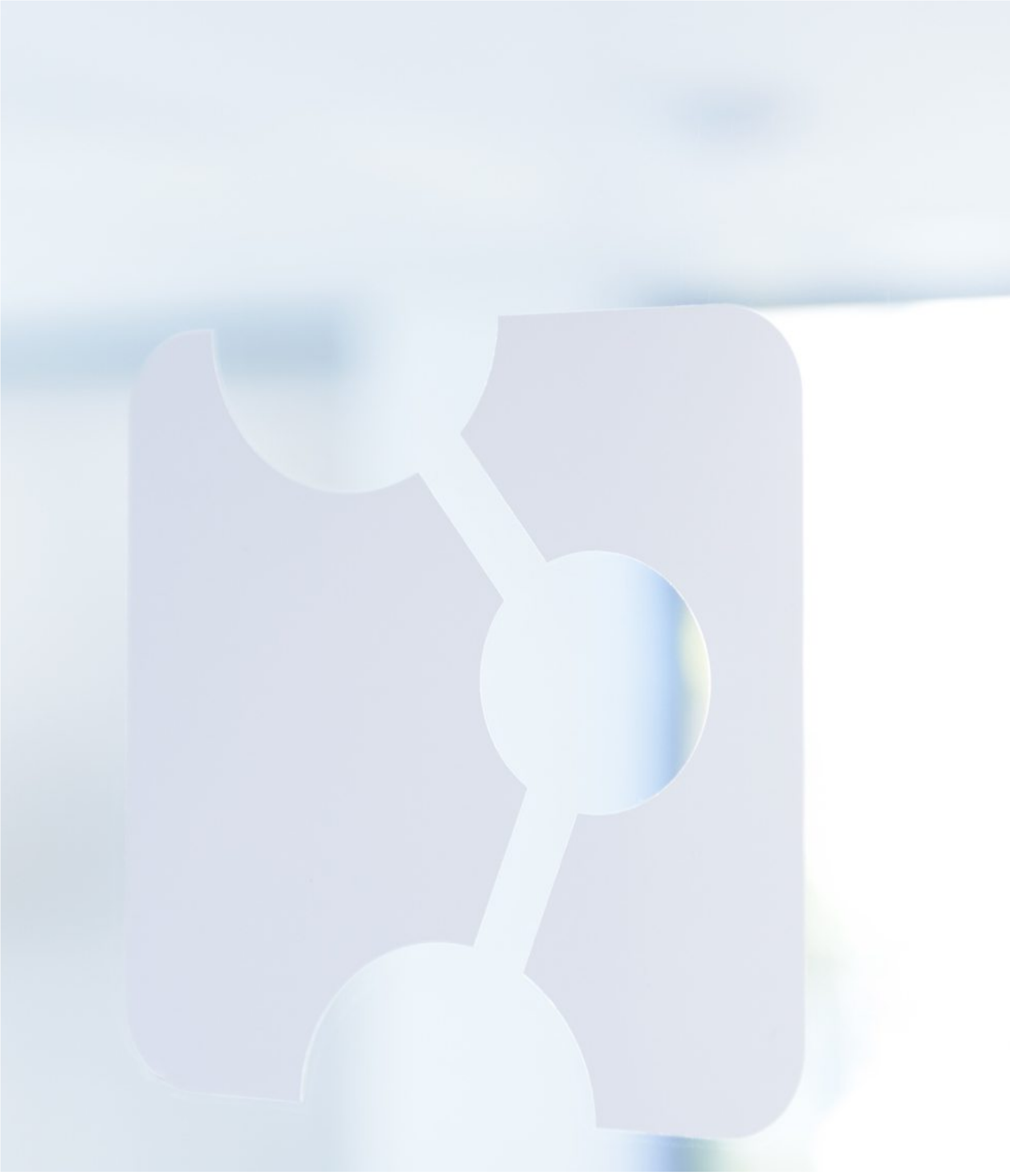
Nearly
100
New customers

Nearly
50
New suppliers

5. Governing bodies

Our governance structure enables us to coordinate the company's strategy, day-to-day management, regulatory compliance and continuous improvement.

General Meeting of Shareholders	The company's highest decision-making body.
Board of Directors	The body responsible for overseeing and guiding Emsa's overall management.
Chair of the Board	Jorge Grima
Management Committee	The executive body responsible for coordinating operational strategy and cross-functional decision-making.
Compliance Committee	Oversees the implementation of the compliance system and the Code of Ethics.
Commercial Committee	A forum for coordination between the different commercial areas and business units.
Integrated Management System Committee	A technical forum focused on the continuous improvement of the quality, environmental and safety management system.



6. Organisational structure

Emsa has an organised structure that coordinates the company's strategy, operational management and the development of its key areas.

In 2025, the organisation evolved to better address current challenges by strengthening coordination between departments and adopting a more cross-functional approach to work.

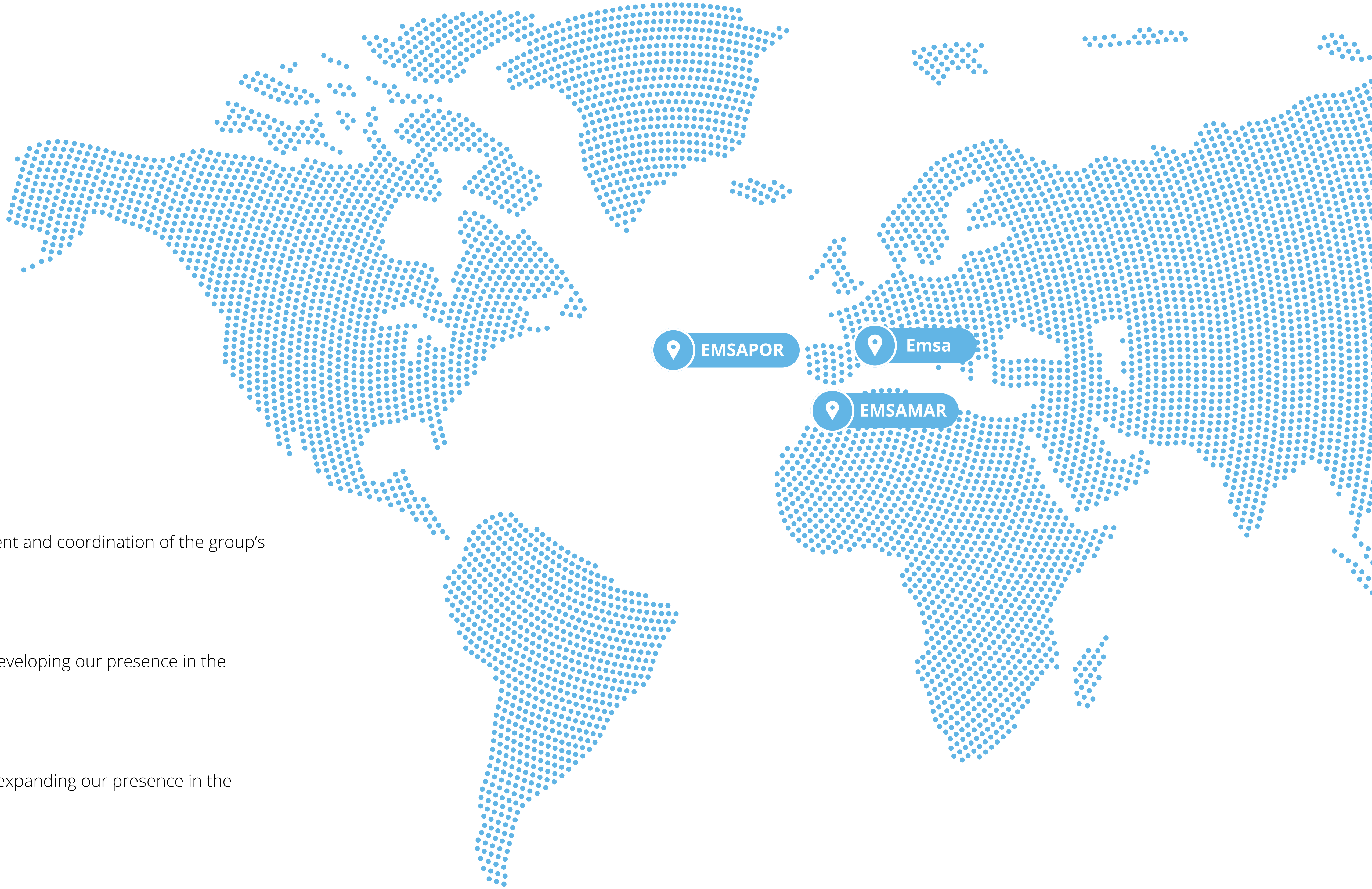
Executive Management	Coordinates the company's overall strategy and oversees its main management areas.
Financial Management	Manages financial resources and contributes to Emsa's financial strength and efficiency.
Operations Management	Integrates the areas linked to the company's operational and commercial activities, including logistics, sales and other teams involved in the day-to-day management of the business.
Corporate Management	Brings together the cross-functional areas that support the organisation as a whole, including Technical, Human Resources, Marketing and QHSE.
Communications and Marketing Management	Coordinates corporate communications and brand presence, while supporting business development through marketing.

Commercial structure

Emsa's commercial organisation is structured around five business units, designed to provide specialised solutions for the industrial sectors we serve.

7. Group structure

Emsa is organised into three main entities, enabling us to better adapt to the needs of each market.



Emsa Tecnología Química

The parent company, responsible for the overall management and coordination of the group's activities.

Emsapor

Our subsidiary in Portugal, focused on strengthening and developing our presence in the Portuguese market.

Emsamar

Our subsidiary in Morocco, dedicated to consolidating and expanding our presence in the North African market.

8. Sustainability strategy

Preparation of the report

This report presents Emsa's environmental, social and governance performance during the 2025 financial year.

It has been prepared voluntarily as an exercise in transparency and internal review. It does not respond to any current legal obligation, but rather to our commitment to continue organising, measuring and communicating our impact more effectively.

The document maintains a consistent structure with previous reports while adopting a more rigorous approach to communication: clearer, more measured and more firmly based on evidence.

9. Transparency and responsible communication

We reinforce our commitment to responsible communication based on three principles:

Evidence

Communicating on the basis of data, verified facts and available documentation.

Proportionality

Avoiding overstating our progress or presenting isolated actions as global transformations.

Transparency

Explaining our outstanding challenges, limitations and areas where we still need to improve.

This report has been prepared with reference to the Guide to Sustainable Communication: How to Include Environmental Information in Your Company's Strategies and Campaigns, published by the Ministry of Social Rights, Consumer Affairs and the 2030 Agenda (n.d.).

10. Partnerships and certifications

Strategic partnerships

IQS

As a member of the IQS Business Foundation, Institut Químic de Sarrià, we work closely with this leading educational institution in the fields of chemistry and health sciences.

AECQ

We maintain an active partnership with the Spanish Chemical Trade Association (AECQ), participating in working groups and committees.

Asociación Polígons dels Plans

We are an active member of this local business association, which promotes collaboration between companies in the industrial estate and supports the sustainable development of the surrounding area.

Beauty Cluster

In 2025, we joined Beauty Cluster, an association that connects companies and organisations across the beauty sector's value chain.

Certifications

ISO 9001 and ISO 14001

Sistema de Gestión
ISO 9001:2015
ISO 14001:2015
TÜVRheinland CERTIFICADO
www.tuv.com
ID 9105017299

Responsible Care

RESPONSIBLE CARE
Driving Safety & Sustainability

EcoVadis

SILVER | Top 15%
ecovadis
Sustainability Rating
SEP 2025

11. Risk analysis

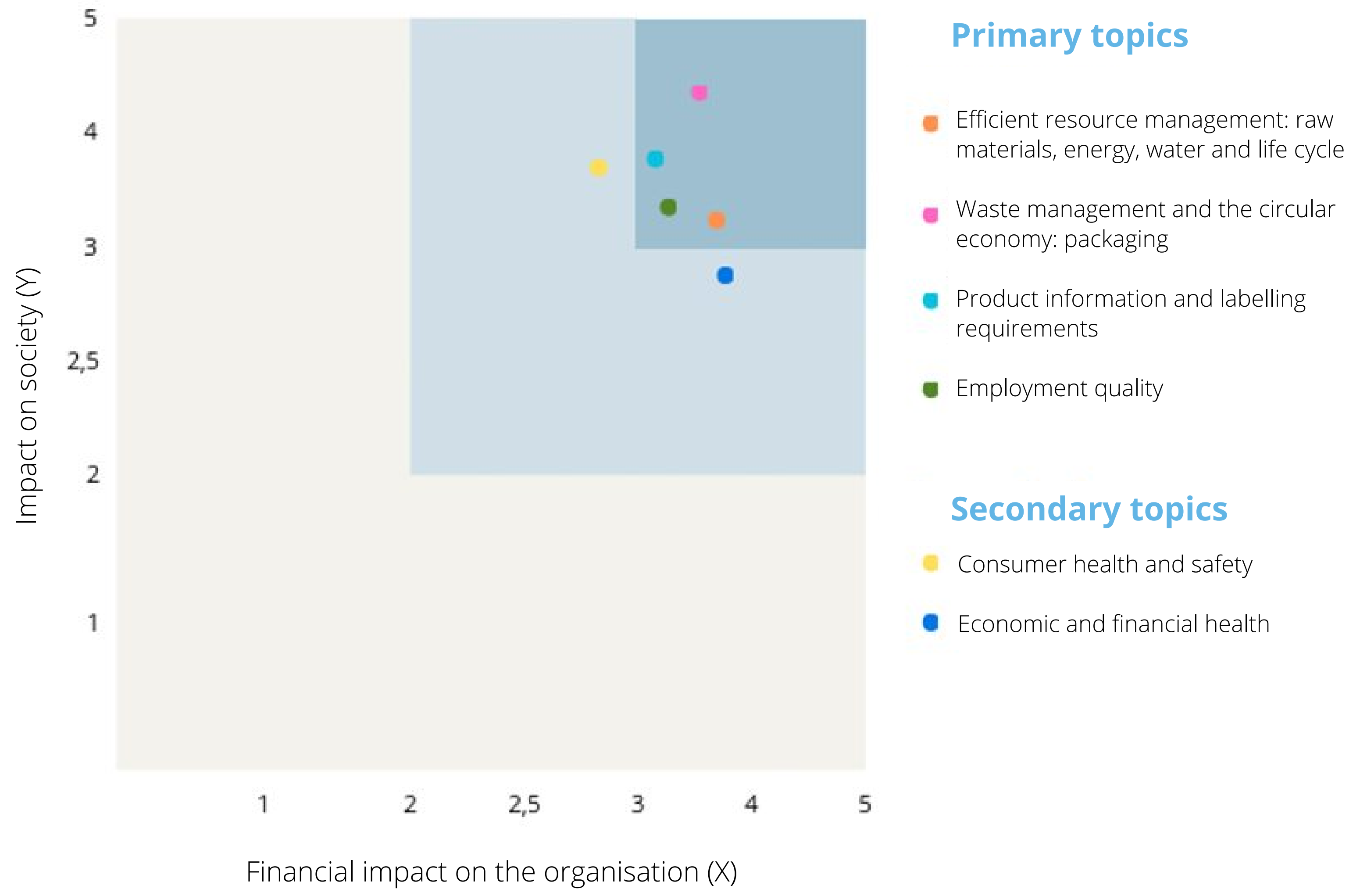
Risk management helps us anticipate impacts, protect business continuity and respond more effectively to a changing environment.

Risks	Description	Potential impact	Risk management
Geopolitical risks	Instability and conflict in certain regions of the world.	Shortages of raw materials and disruption to delivery times.	Diversify sources of supply, transport routes and transport methods.
Climate risks	Intensification of adverse climate events.	Supply chain disruption.	Diversify suppliers and transport routes.
Changes in the regulatory environment	Changes to product regulations and substance classifications.	Need to adapt to new regulations.	Monitor regulatory developments.
Criminal liability risk	Failure to comply with legal requirements and internal regulations.	Fines, penalties and reputational damage.	Conduct regular audits of Emsa's compliance system.
Structural changes or crises in the banking system	Sudden changes in the banking system could make it difficult for market participants to obtain financing.	Loss of revenue and impact on cash flow.	Increase credit monitoring and ensure efficient treasury management.
Changes in tariff policies	Increased tariffs or the implementation of anti-dumping measures that make imports more expensive and reduce competitiveness.	Loss of competitiveness and reduced market share in countries affected by the new measures.	Diversify sourcing markets and increase the share of European supply sources.
Cybersecurity	Information security threats and cyberattacks.	Loss of sensitive data, operational disruption and reputational damage.	Implement robust IT security measures and incident response plans.
Technological risks	Loss of market position due to technological advances made by competitors.	Loss of opportunities compared with other companies.	Invest in artificial intelligence and emerging technologies. Monitor trends and developments in the competitive landscape.

12. Double materiality

In 2025, we retained the material topics identified in the previous report as our reference. In 2026, we will renew our double materiality assessment to update our priorities and adapt them to changes in the business, the regulatory environment and the expectations of our stakeholders.

Impact matrix



Primary material topics

Material topic	Description
Employment quality	Well-being and professional development.
Product information and labelling	Accurate and complete information.
Waste management and the circular economy	Packaging and waste management.
Efficient resource management	Raw materials, energy and water.

Secondary material topics

Material topic	Description
Consumer health and safety	Up-to-date technical information, labelling and documentation.
Economic and financial health	A sound financial position is essential for our growth.

13. Sustainable development goals

In line with the commitments of the 2030 Agenda, we have integrated the United Nations Sustainable Development Goals into our sustainability strategy.

Topic	Reason for materiality	Related GRI standard	Priority SDG
Good health and well-being	We work to improve the health and well-being of our employees and the communities in which we operate.	417	3 GOOD HEALTH AND WELL-BEING
Decent work and economic growth	We promote decent work and inclusive, sustainable economic growth.	201 / 403 / 401	8 DECENT WORK AND ECONOMIC GROWTH
Industry, innovation and infrastructure	We support inclusive and sustainable industrialisation and foster innovation.	308	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Responsible consumption and production	We work to contribute to more responsible patterns of consumption and production.	301 / 302 / 305 / 306	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Note on the GRI Standards

To structure part of the information in this report, we have used the GRI Standards as a reference, particularly when identifying environmental, social and governance topics. However, this document has not been prepared in accordance with the GRI Standards and is not intended to constitute a complete report under these standards.

14. How the SDGs relate to the contents of this report

In line with the commitments of the 2030 Agenda, we have integrated the United Nations Sustainable Development Goals into our sustainability strategy.

Section	Topic	Primary SDG	Secondary SDG
Environment	Circular economy, materials and suppliers	12 Responsible consumption and production	—
Environment	Energy and emissions: air quality and climate change	12 Responsible consumption and production	13 Climate action
Environment	Waste management and the circular economy	12 Responsible consumption and production	—
Environment	Training and awareness	12 Responsible consumption and production	13 Climate action
Environment	Community engagement: World Cleanup Day	12 Responsible consumption and production	13 Climate action
Governance	Economic performance	8 Decent work and economic growth	—
Governance	Digitalisation		—
Governance	Supplier management	8 Decent work and economic growth	—
Governance	Compliance system	—	16 Peace, justice and strong institutions
Social	Employment practices and decent work	8 Decent work and economic growth	—
Social	Health and well-being at work	3 Good health and well-being	—
Social	Product information and labelling requirements	3 Good health and well-being	—
Social	Health and well-being	3 Good health and well-being	—

We Care
about the world

Environment

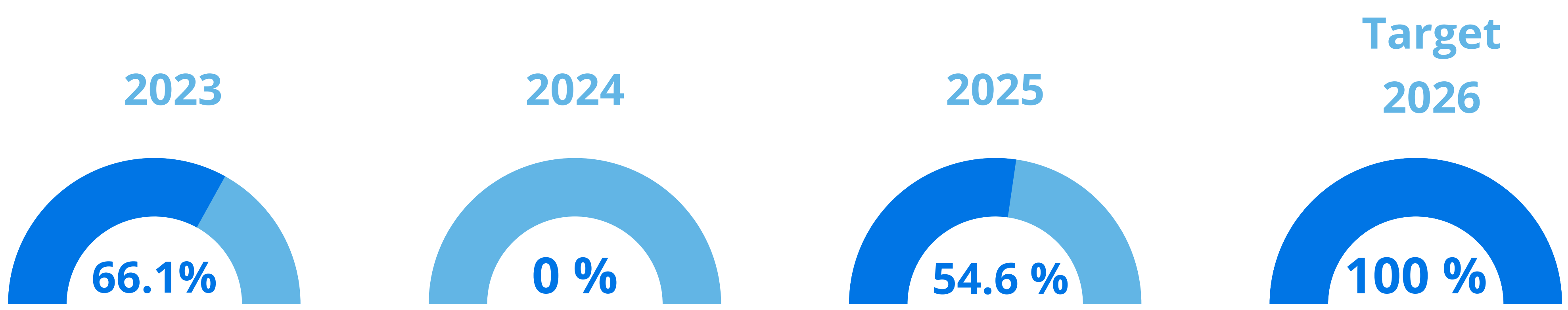
We Care About the world

As a distributor of raw materials and chemical specialities, our impact is not limited to our own facilities. It is also linked to the products we select, the suppliers we work with, logistics, packaging use and the information we provide to our customers.

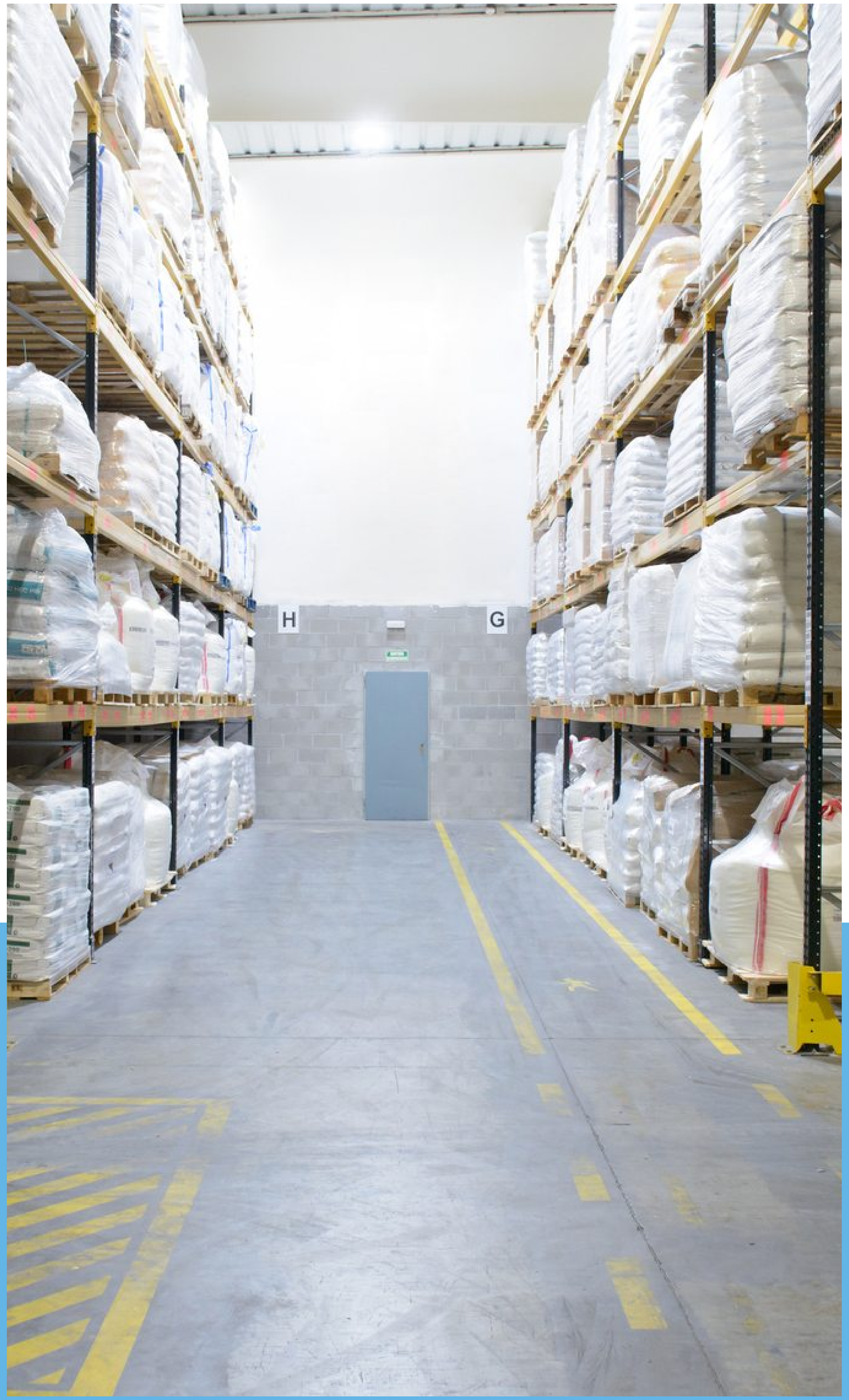
For this reason, we monitor a range of environmental indicators that help us understand where we are making progress, where we have not met our targets and which areas require further improvement. Not every impact is entirely within Emsa's control, but we are responsible for understanding them better, managing them rigorously and making decisions that are increasingly aligned with our purpose.

15. Energy

Energy consumption from renewable sources. This figure includes the energy consumption of Emsa's facilities in Spain: ...the sales office, the head office and the warehouse in La Pobla de Claramunt, Barcelona.



Percentage of total energy consumption from renewable sources at Emsa's facilities in Spain.



Key learning from 2025

In 2025, we recovered part of the energy consumption from renewable sources at our facilities in Spain, although we have not yet reached the level we aim to consolidate.

Next step for 2026

We have set a clear commitment for 2026: to source 100 % of our energy from renewable sources and maintain this level consistently over time.

16. Carbon footprint

The 2025 calculation follows the GHG Protocol methodology and includes our Barcelona facilities and the warehouse in La Pobla de Claramunt.
As a distributor, most of our carbon footprint comes from the supply chain, particularly Scope 3. In 2025, upstream transport and distribution was once again our main source of emissions, with maritime transport accounting for a significant share.

Our challenge is to improve the quality of transport, logistics and third-party activity data so that we can make decisions with a clearer understanding of our actual impact.

Key data

Scope 1 CO_2 emissions

2023	2024	2025	Trend
26.81 t CO_2eq	28.50 t CO_2eq	38.095 t CO_2eq	+ *Increase*

Scope 2 CO_2 emissions

2023	2024	2025	Trend
12.51 t CO_2eq	32.17 t CO_2eq	15.22 t CO_2eq	– *Decrease*

Scope 3 CO_2 emissions*

2023	2024	2025	Trend
26,126.30 t CO_2eq	27,662.92 t CO_2eq	32,444.38 t CO_2eq	+ *Increase*

**Partial Scope 3 calculation.*

CO_2e emissions per tonne of product sold

		Trend
2023	0.74 t CO_2e per tonne of product sold	– *Decrease*
2024	0.78 t CO_2e per tonne of product sold	
2025	0.77 t CO_2e per tonne of product sold	

Additional indicators

Carbon footprint per employee

2023	2024	2025	Trend
608,502.86 kg CO_2e per employee	588,572.68 kg CO_2e per employee	677,035.22 kg CO_2e per employee	+ *Increase*

Percentage of zero-emission vehicles in the fleet

2024	2025	Trend
14.29%	14.29%	= *No change*

Trend by emission source

Emission source	Location	2025 trend
Mobile fuel*	Main warehouse	+
Electricity consumption	Main warehouse	–
Upstream transport and distribution	Main warehouse	+
Waste generated	Main warehouse	–
Employee commuting	Main warehouse	–
Downstream transport and distribution	Main warehouse	+
Mobile fuel	Headquarters	+
Electricity consumption	Headquarters	–
Employee commuting	Headquarters	–

**Mobile fuel includes consumption associated with company vehicles. Electricity consumption refers to the electricity used at each facility. Upstream transport includes transport from suppliers to our facilities or reception points, while downstream transport covers transport to end customers or subsequent destinations. Employee commuting includes regular journeys between employees' homes and their workplace.*

Carbon footprint reduction plan

2021
- 100% LED lighting in the warehouse and outdoor areas (check)
- Carbon footprint calculation begins

2022
- Launch of the first action plan (2022–2024)
- 100% renewable electricity [(X) (1)]

2023
- Installation of solar panels [(X) (2)]

2024
- Definition of the new 2024–2029 plan, using 2024 as the baseline year

2027
- European intermodal route
- 100% renewable electricity at the warehouse

2029
- 50% of the fleet comprising ECO, zero-emission or hybrid vehicles
- 100% LED lighting across all facilities
- Proper separation and recycling of office waste

[(X) (1)] *Emsa switched to 100% renewable electricity in 2022. However, at the end of 2023, it returned to conventional electricity supplies for financial reasons.*

[(X) (2)] *The installation could not be completed because it required authorisation from the property owner and no agreement was reached.*

17. Waste and discharges

We continue working to reduce the impact associated with waste generation, particularly waste linked to the production process and the use of packaging.

Packaging waste from the production process

Ratio of tonnes of packaging waste generated by the production process to tonnes produced.

0.15%

2025 result → 100 % Target achievement

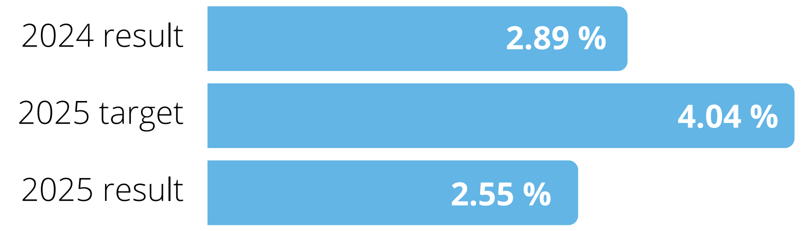
Tonnes of packaging waste generated by the production process / tonnes produced

2024	2025	2026
0.15%	**0.15%**	**0.15%**
Result	**100% target achievement**	Target

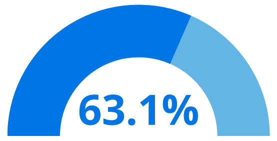
Products sold in bulk

Selling products in bulk can help reduce the use of certain packaging. However, this is not always feasible due to the type of product, technical requirements, logistical conditions or customer needs.

Percentage of tonnes of product sold in bulk out of total tonnes sold:



% de cumplimiento



Key learning from 2025

Our packaging waste indicator remained stable, but we did not achieve our target for products sold in bulk. Progress in this area depends on operational feasibility, product type, customer demand and logistical conditions.

Next step for 2026

Define a specific strategy to promote bulk sales whenever feasible, establishing criteria for each product, customer and operation. We will also work to better measure the environmental impact before communicating potential reductions in packaging, waste or emissions.

18. Training and awareness

Environmental and safety training is an important part of our operational management, particularly for employees working in production and the warehouse, where handling chemical products and properly managing waste are part of their daily activities.

Safe handling of chemical products

Training hours in the safe handling of chemical products per production or warehouse employee.

Target 2025
2 h

Result 2025
2 h

100 % target achievement

2026 target → 2 h

Waste management

Training hours in waste management per production or warehouse employee.

Target 2025
1 h

Result 2025
0 h

0 % target achievement

2026 target → 1 h

Key learning from 2025

In 2025, we achieved our training target for the safe handling of chemical products, but not for waste management. The training was ultimately delivered in 2026, highlighting the need to improve our planning to ensure that scheduled activities take place within the corresponding reporting period.

Next step for 2026

Continue strengthening ongoing waste-management training for production and warehouse employees, ensuring that knowledge is regularly updated and that proper waste separation, handling and management remain fully integrated into daily operations.

World Cleanup Day

Learning to sort waste more effectively

Since 2022, we have taken part in World Cleanup Day every year, a global initiative that promotes the cleaning of natural spaces and raises awareness of waste management.

In 2025, we held our fourth consecutive event at Puigcornet Park in Igualada. On this occasion, the aim was twofold: in addition to collecting waste, we focused on learning how to classify it correctly to support its proper management.

World Cleanup Day allows us to turn sustainability into a tangible, participatory and approachable activity, involving the **#EmsaTeam** in a shared way of caring for our surroundings.

19. Classification of products with sustainability attributes

Chemistry is present in key sectors such as materials, packaging, food, cosmetics, cleaning, construction, agriculture, mobility and energy. Therefore, the raw materials and chemical specialities selected at the beginning of the value chain can influence the impact of many other products and processes.

In 2025, we classified our portfolio according to specific impact attributes: specific, documented and relevant characteristics that can provide environmental, regulatory or functional value in a particular application.

A product may have an impact attribute if it is manufactured from a recovered raw material, is biodegradable according to a recognised methodology, helps replace a critical substance or enables customers to improve the efficiency, durability or recyclability of their final product.

We do not classify products as “sustainable” in absolute terms. We identify specific attributes with a clearly defined scope to better organise the information and support our customers in their decision-making.

Category	Sustainability attributes identified
Bio-based products	Products manufactured partially or entirely from renewable raw materials, such as biomass, vegetable oils or sugars.
Biodegradable products	Products that can be broken down by microorganisms under specific methodological or testing conditions.
Circular economy products	Products derived from recycled or recovered raw materials or industrial by-products, or linked to reuse, recycling or upcycling processes.
Low-carbon-footprint products	Products that generate fewer CO_2e emissions during production or transport, provided that this is supported by a recognised methodology or documented evidence.
Products that replace critical substances	Products designed to replace substances of high concern or those facing greater regulatory pressure, reducing toxicological or regulatory risks.
Products that enable customer sustainability	Products whose value is realised in the customer’s end application, for example by improving efficiency, durability or recyclability, or by reducing emissions from a product or process.

Classification of our product portfolio

Sustainability attributes identified

Our portfolio in 2025

Products with at least one identified sustainability attribute

123 products

Tonnes associated with products with identified sustainability attributes

17.29% of total tonnes

Revenue associated with products with identified sustainability attributes

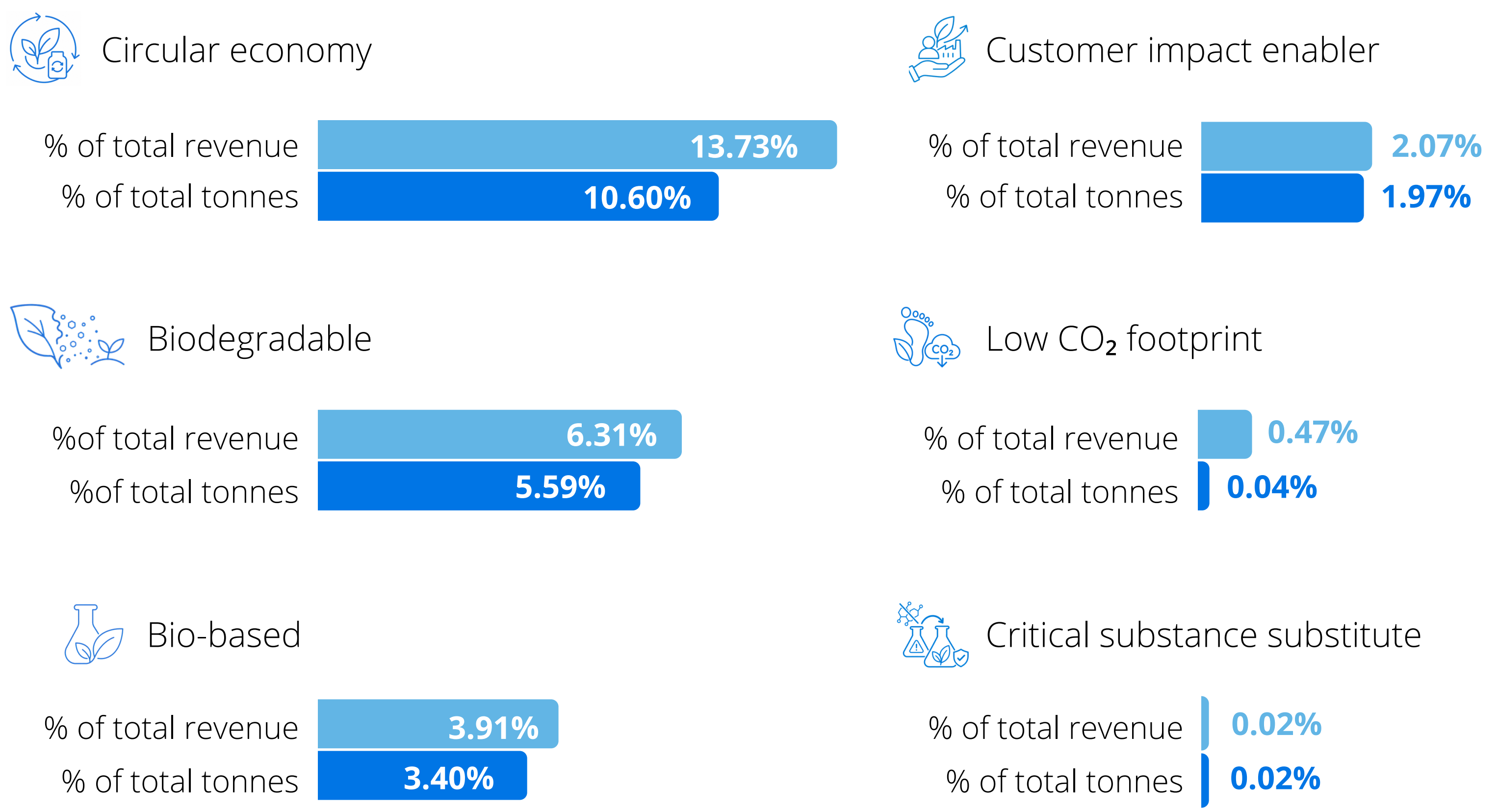
21.09% of total revenue

Margin associated with products with identified sustainability attributes

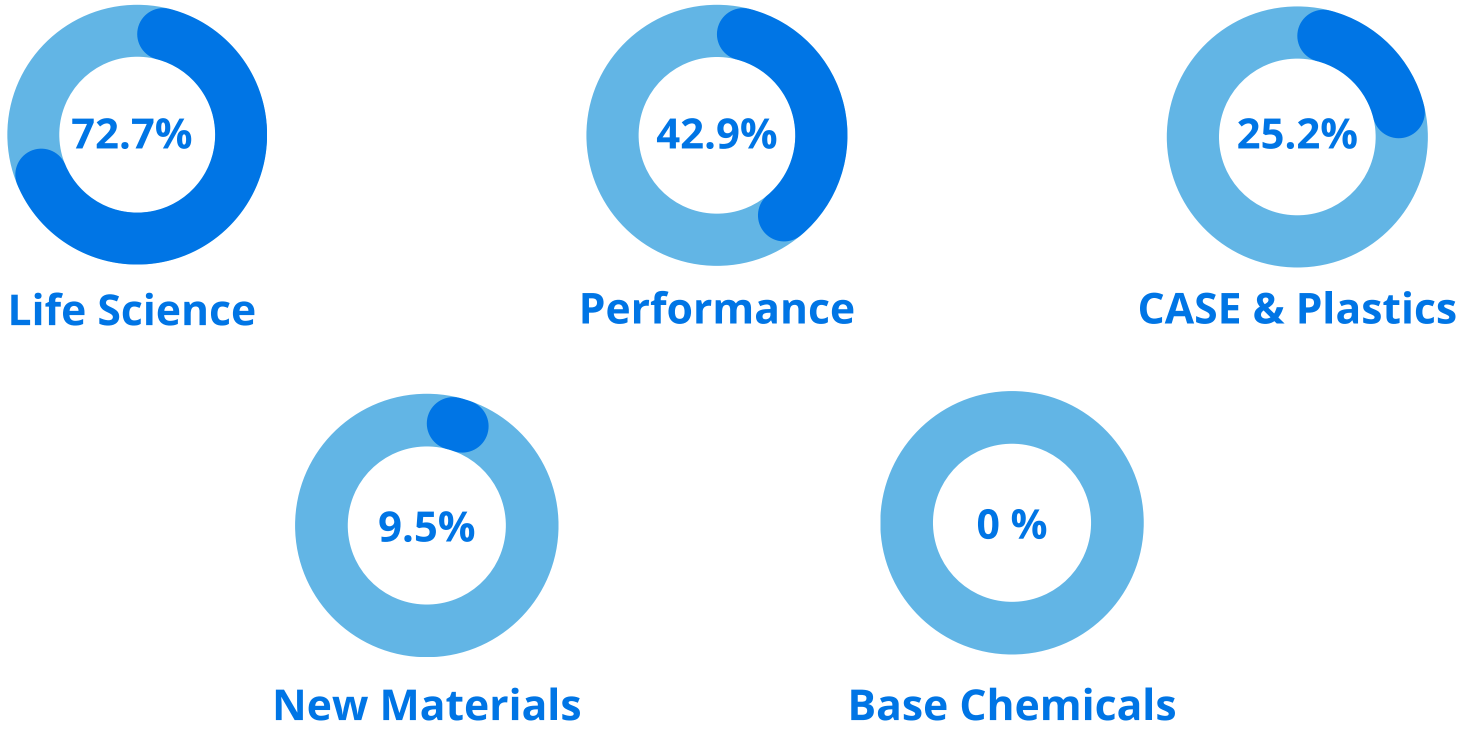
25.11% of the total margin

Results by category

A product may be classified under more than one category if it has more than one identified attribute.



Results by business unit



Life Science is the business unit with the highest relative share of products with identified attributes, followed by **Performance** and **CASE & Plastics**. This analysis helps us understand where a more consolidated foundation already exists and where there is greater scope for further progress.

In **New Materials**, the percentage is lower, but it may represent an opportunity for future development. In **Base Chemicals**, no products were identified as meeting the criteria defined in 2025.

20. Circular economy

The circular economy is a particularly relevant category for Emsa, as it enables us to identify products manufactured wholly or partially from recovered or recycled raw materials, industrial by-products or circular processes.

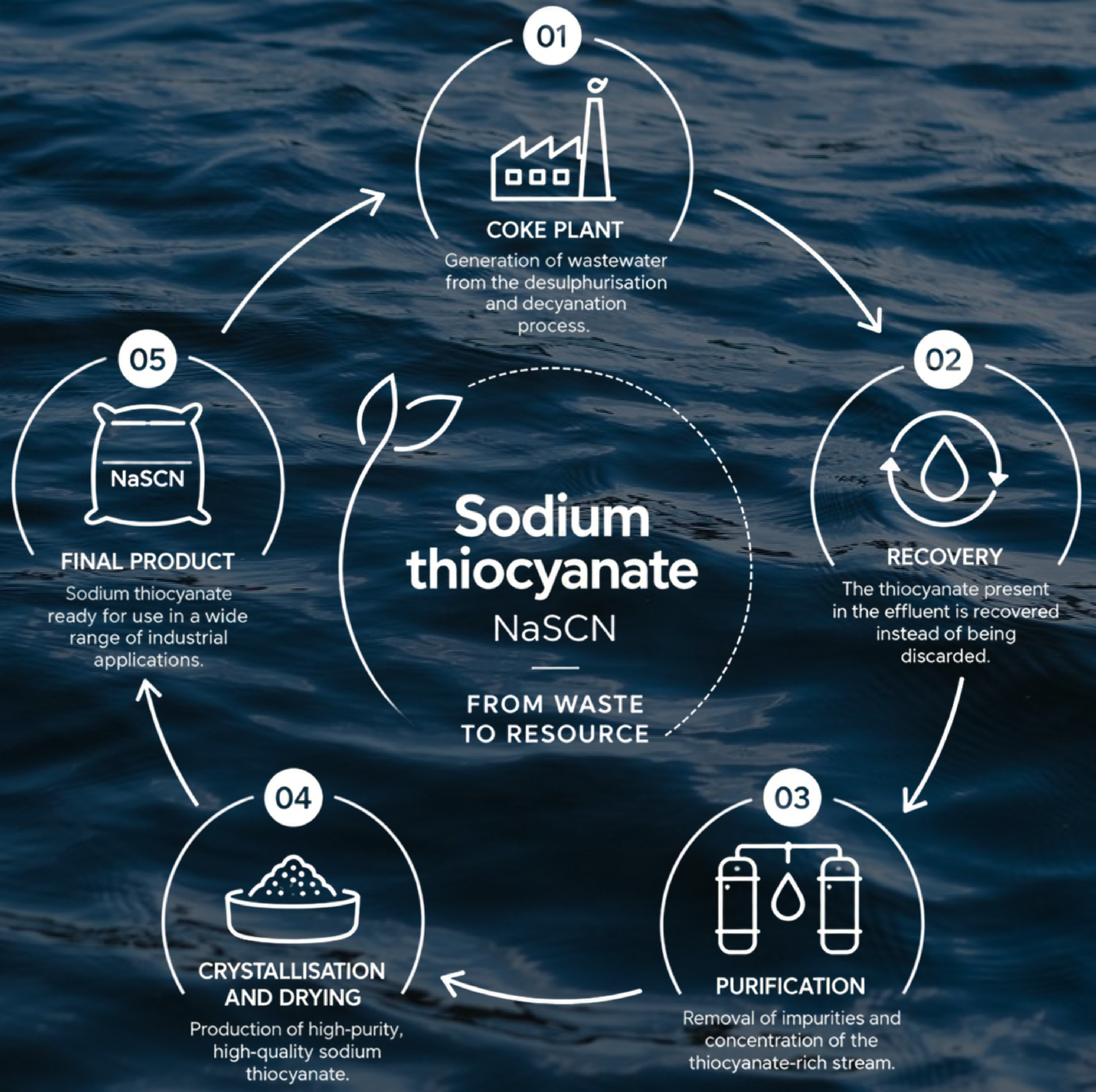
Indicator	Revenue	Tonnes
Share of circular economy products within the total analysed	13.7%	10.6%
Life Science: share of circular economy products within the business unit	69.8%	48.1%
CASE & Plastics: share of circular economy products within the business unit	16.8%	27.5%
Sodium thiocyanate: share of the total circular economy category	28.3%	58.2%

These products can help reduce dependence on virgin raw materials and give a second life to materials that might otherwise become waste.

From waste to resource

The case of sodium thiocyanate

Sodium thiocyanate is one of the most relevant examples within the circular economy category. It is obtained from wastewater generated by coke plants, transforming a waste stream into a useful raw material for industrial applications.



Methodological note

Until 2024, circular economy performance was monitored through indicators included in the environmental dashboard linked to ISO 14001, based on a previously defined product scope. In 2025, the impact attribute analysis expanded this scope by reviewing the portfolio product by product and incorporating products originating from or derived from recovered or recycled materials, industrial by-products or circular processes that were not included in the previous assessment. From this report onwards, circular economy performance will be reported on the basis of this expanded analysis.

21. Key findings from the analysis

1. Product selection is one of our greatest levers for impact

As a distributor, one of the areas where we can add the most value lies in the products we select, how we assess them and how we bring them to market. This classification enables us to evaluate our portfolio more critically and better understand which specific attributes can help our customers address their own technical, environmental or regulatory challenges.

2. Products with identified attributes already account for a significant share

The analysis shows that products with at least one identified impact attribute represent **21.09% of total revenue analysed** and **17.29% of total tonnes**. This confirms that they are not an isolated product line, but a significant part of the portfolio.

3. These products contribute proportionally more margin than revenue

The classified products represent **21.09% of revenue**, but **25.11% of the total margin analysed**. This indicates that working with more rigorous selection criteria, technical documentation and product positioning can generate greater value for customers and for Emsa.

4. Circular economy is the most prominent category

Circular economy has the greatest presence, accounting for **13.73% of total revenue analysed** and **10.60% of tonnes**. It is the most consolidated category within the analysis and provides some of the clearest examples for explaining specific attributes, as in the case of sodium thiocyanate.

5. Life Science, Performance and CASE & Plastics offer the main opportunities

In Life Science, **72.74% of revenue** is associated with products featuring at least one identified attribute. This is followed by Performance, with **42.91%**, and CASE & Plastics, with **25.24%**. These business units account for much of the potential to develop technical conversations with customers and suppliers.

6. Value does not always lie in the product itself, but in what it enables customers to achieve

The **customer impact enabler** category is particularly relevant because, in many cases, the attribute lies not in the product's origin or manufacturing process, but in its final application: improving efficiency, durability, recyclability, technical performance or regulatory compliance.

7. Not all attributes have reached the same level of maturity

Some categories are more firmly established, such as circular economy, biodegradability and bio-based products. Others, including critical substance substitution and low carbon footprint, require particular caution, more robust documentation or additional criteria before they can be communicated prominently.

8. Classification does not make products "sustainable"

This is the most important point from a responsible communication perspective. The classification identifies specific attributes, but it does not provide an overall assessment of a product. A product may have a positive attribute in one area while also having other impacts that must be considered.

9. The project enables us to communicate more rigorously

This classification helps us avoid generic claims and move towards communication based on attributes, evidence and context. It is a tool for making better decisions, supporting customers more effectively and explaining the contribution of each solution more precisely.

10. The next phase will turn analysis into action

The challenge for 2026 will be to use this classification as a working tool: reviewing opportunities by business unit, strengthening technical documentation, prioritising products with potential and selecting specific cases that help explain their real value without overstating their impact.

We Care
about innovation

Governance

- Economic performance and key business figures
- Customer satisfaction
- Supplier management
- Digitalisation
- Compliance system

We Care About innovation

2025 was a year of change and preparation. Patricia Elvira's appointment as CEO marked the beginning of a new chapter in the company's leadership, focused on strengthening the internal organisation, clarifying responsibilities and improving coordination between departments. During the year, we also laid the foundations for the new strategic plan, with a focus on efficiency, diversification, added value, digitalisation and increasingly data-driven management.

This new chapter helps us view governance not merely as a formal structure, but as a tool for managing the company more effectively: planning more rigorously, anticipating risks, strengthening traceability, improving decision-making and continuing to build trusted relationships with our stakeholders.

22. Economic performance and key business figures

In 2025, Emsa worked to strengthen its business activity, improve efficiency and move towards more data-driven management, in a context where significant challenges remain in profitability, planning and operational control.

Economic performance

€68 million

2025 revenue

An improvement on 2024, although still below the forecast budget.

8.3%

Contribution margin on 2025 sales

A decrease compared with 2024 and below the target set.

Although revenue increased compared with the previous year, it did not reach the budget set for 2025. The contribution margin on sales fell to 8.3%, highlighting the need to continue developing a higher-value portfolio, improve pricing management and focus business activity on differentiated products.

**To protect sensitive company information, the main financial figures are presented in aggregate form and have been rounded or expressed as percentage changes.*

Key activity figures

Orders processed

+ 3.500

A slight increase compared with 2024, although the target was not achieved.

Volume sold

+ 42,000 t

The annual target was achieved, improving on the previous year's result.

New customers

100

The target set for 2025 was exceeded.

Active customers

+ 500

An increase compared with 2024, although still below the target set.

Key learning from 2025

Growth in revenue or volume is not enough unless it also translates into greater profitability, efficiency and operational balance.

Next step for 2026

Continue shifting business activity towards higher-value products, improve purchasing planning and further strengthen working capital ratios.

23. Customer satisfaction

Our relationship with customers is a key indicator for assessing service quality, trust and our ability to provide technical and commercial support.

4.43/5

Average satisfaction

4.32/5

Rating of our commitment to sustainability

95%

Participating customers who consider the sustainability information provided to be adequate

Key learning from 2025

Overall satisfaction remains high. The challenge is to continue improving the quality of the information we provide,particularly in areas where customers need greater clarity, traceability and technical support..

Next step for 2026

Continue strengthening the quality, clarity and usefulness of the information we share with customers.

24. Supplier management

As a distributor, we work with a broad network of suppliers that directly influences the quality, availability, traceability and reliability of the products we offer.

In 2025, we continued promoting adherence to our **Supplier Code of Conduct**, a key tool for sharing standards on ethics, compliance and responsibility throughout the supply chain.

Although not all suppliers have signed the Code, those that have account for more than 70% of our purchasing volume. This allows us to prioritise the monitoring of suppliers with the greatest influence on our business and progressively integrate compliance criteria throughout the value chain.

65.6%

Suppliers that have signed the Code of Conduct

70.1%

Share of 2025 purchases

ESG information from product suppliers

As part of the product-supplier approval process, we incorporated questions relating to sustainability management in 2025. This information helps us better understand our value chain, identify different levels of maturity and determine where further collaboration with suppliers is needed.

A significant proportion of approved suppliers have sustainability policies in place. However, tools such as carbon footprint calculations and published sustainability reports are still only implemented to a limited extent.

This monitoring enables us to take a broader view of sustainability and progressively integrate it into the management of our value chain.

68.8%

Suppliers with a sustainability policy

18.8%

Suppliers that calculate their carbon footprint

50%

Suppliers with a dedicated sustainability manager

14.6%

Suppliers with a sustainability report or statement

Responsible procurement and selection criteria

In 2025, we strengthened our internal procurement process by creating a **Purchasing Manual**, which sets out how we identify opportunities, assess new products and suppliers, approve initial purchases and monitor relationships with strategic suppliers.

From a sustainability perspective, this manual helps us incorporate broader criteria into decision-making, beyond price and product availability:

Regulatory compliance	Review of regulatory requirements, including REACH, industry certifications and applicable legal compliance.
Logistics	Prioritisation of geographically closer suppliers or those offering logistical advantages, whenever possible.
Environmental criteria	Assessment of circular economy factors, reduced environmental impact, raw materials with a lower carbon footprint and other attributes linked to environmental performance.
Social criteria	Consideration of appropriate employment practices among suppliers.
Governance	Review of compliance, transparency and business ethics criteria, as well as measures to reduce non-compliance risks.

Key learning from 2025

We have made progress in integrating compliance and sustainability criteria into supplier relationships, but we need to improve the quality, traceability and updating of the available information.

Next step for 2026

Develop a sustainable procurement policy with defined criteria, responsibilities and KPIs, supported by a programme for analysing key suppliers, supplier engagement, internal training and value-chain risk management.

25. Digitalisation

We view digitalisation as a key tool for strengthening what defines us: close relationships with customers and suppliers, operational agility and the ability to provide effective responses in a constantly evolving environment.

During 2025, we made progress on projects that help us organise information, improve internal management, facilitate the work of our teams and strengthen the security of our systems.

Employee platform

We worked on a new employee platform designed to improve internal communication, centralise documentation and simplify people-related processes.

The aim is to move towards more organised, accessible and efficient internal management, particularly in areas such as communication, documentation, HR processes and the monitoring of queries and incidents.

Business Central and artificial intelligence

In 2025, we began implementing Microsoft Dynamics 365 Business Central, a strategic tool for improving operational efficiency, traceability and data-driven decision-making.

We also incorporated artificial intelligence solutions to digitalise processes, reduce low-value tasks and enable teams to devote more time to analysis and customer support.

Cybersecurity

We strengthened cybersecurity as a key area within our digitalisation process. The aim was to establish a more robust security foundation, identify risks and further protect our systems, data and users.

Area of work	Actions in 2025
Managed cybersecurity service	Launch of a preventive service including alert reviews, vulnerability monitoring and specialist incident support.
Initial security audit	Review of the Microsoft 365 environment and infrastructure to identify improvements relating to identities, MFA, privileged access, network segmentation and general configuration.
Email security	Review of SPF, DKIM and DMARC configurations, anti-phishing and anti-malware policies, and analysis of data-leakage risks.
Vulnerability management	Monitoring of relevant vulnerabilities detected throughout the year and definition of corrective actions.
Internal awareness	Phishing simulation campaigns conducted in August, September and October, including results reports and recommendations on good practices.
Incident support	Analysis of queries, fraud attempts and identity impersonation incidents reported by Emsa.

Key learning from 2025

Digitalisation is not simply about introducing new tools. It also involves organising processes, improving data quality, strengthening security and supporting teams so they can work more efficiently.

Next step for 2026

Consolidate the implementation of Business Central, expand the use of artificial intelligence tools, launch the employee platform and continue implementing the cybersecurity improvement plan.

26. Compliance system

In 2025, we continued working to consolidate the model, provide internal training, monitor risks and ensure the effective operation of the Ethics Channel.

Throughout the year, the Compliance Committee continued to oversee the model. Its composition was also updated as a result of the internal reorganisation.

Compliance training and culture

Employees trained in the compliance system **87%**

Employees trained in harassment prevention **98.2%**

Employees who received specific training in personal data protection **68.8%**

94.5%
correct response rate

Result of the internal assessment of employees' knowledge of the system

Ethics Channel

Indicator	2025 result
Reports of irregularities registered	1
Corruption incidents	0
Information security incidents	0
Internal queries handled	4
External queries handled	1

In 2025, one report was received through the Ethics Channel. Following its assessment, it was not accepted for further investigation as a sanctionable breach. However, it was referred to the relevant departments for appropriate management. Recording the report helps strengthen transparency, traceability and the effective use of the Ethics Channel.

Key learning from 2025

The compliance model remains operational and appropriately integrated throughout the organisation.

Next step for 2026

Update the system's documentation and training materials, strengthen internal communication and make further progress on new policies relating to information security, anti-corruption and conflicts of interest.

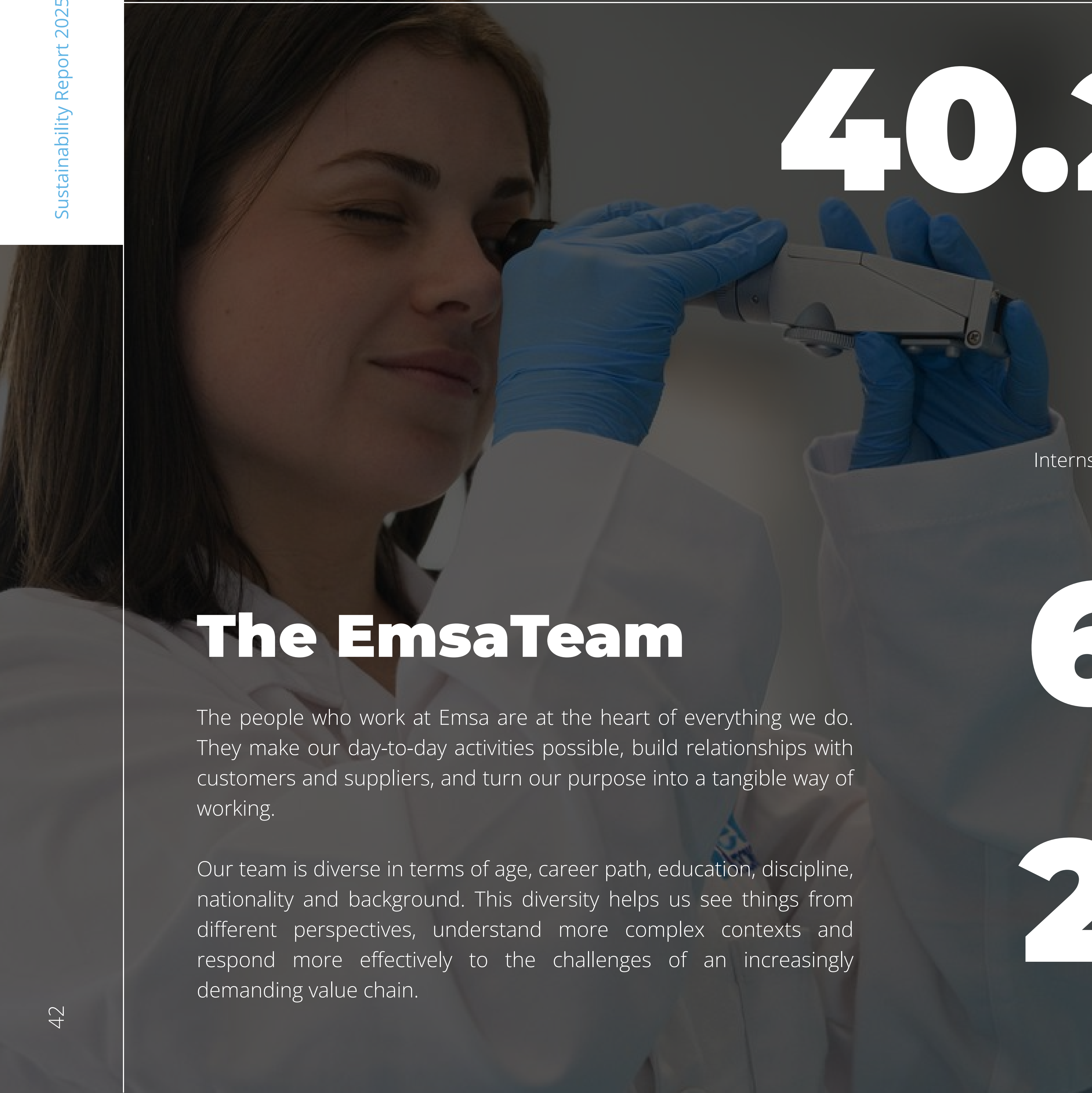
We Care about people

Social

- Employment practices and job stability
- Occupational health, safety and well-being
- Product information and labelling requirements
- Health and well-being

We Care About people

Caring for people is part of our vision: to create an environment of sustainable development that attracts talent and enables outstanding professionals to grow both personally and professionally.



The EmsaTeam

The people who work at Emsa are at the heart of everything we do. They make our day-to-day activities possible, build relationships with customers and suppliers, and turn our purpose into a tangible way of working.

Our team is diverse in terms of age, career path, education, discipline, nationality and background. This diversity helps us see things from different perspectives, understand more complex contexts and respond more effectively to the challenges of an increasingly demanding value chain.

40.29
Average age

45
Average annual workface

9
Nationalities represented

2
Interns who joined in 2025

21 | **24**
Women | Men

62.5%
Women in management positions

Agreements with universities and educational institutions

University of Lleida
Institut Químic de Sarrià
Institut Milà i Fontanals
EAE Business School Barcelona

2,387 days
Average length of service — approximately 6.5 years

27. Employment practices and job stability

In a context where retaining talent is becoming increasingly complex, employment stability is also a business challenge. According to Randstad, in 2025, 32% of employees in Spain reported having voluntarily left a job within less than a year. Gallup also estimates that replacing an employee can **cost** between 40% and 200% of their salary, depending on the type of role.

For this reason, we monitor indicators related to employment stability, safety, training, well-being, professional development and reliable technical information. We view them not simply as employment data, but as signs that help us assess how we are supporting people, how the organisation is evolving and which challenges lie ahead.

Randstad España. "La Generación Z es la que más cambia de trabajo". 10 September 2025. Report cited: "Claves laborales – Generación Z".

Contractual stability

This decrease is partly explained by the increase in specific staffing requirements in the production area, which were covered by temporary contracts.

	2024	2025	Trend
Permanent contracts / total contracts	88%	**86.30 %**	*Slight decrease*

Total turnover

The turnover rate measures the number of departures in relation to the average number of employees during the period analysed.

	2024	2025	Trend
Turnover rate	19.78%	**19.15%**	*Slight decrease*

**Total number of departures during the period divided by the average workforce for the same period, multiplied by 100.*

Involuntary turnover

Involuntary turnover refers to departures resulting from decisions made by the company.

	2024	2025	Trend
Involuntary turnover rate	8.79%	**8.51%**	*Slight decrease*

Average length of service

In 2025, the average length of service was **6.5 years**. This indicator must be understood in context. Part of the workforce has a long history with the company, while another group consists of more recent hires. Stability does not mean reducing internal mobility, but ensuring effective knowledge transfer and continuing to build a culture that encourages people to remain and develop within Emsa.

	2024	2025	Target 2026
Average length of service	2,422 days	**2,387 days**	2,450 days

Total training in 2025: 823.5 h

Internal promotion

Internal promotion enables us to make the most of in-house knowledge, strengthen Emsa's culture and create development opportunities.

In 2025, internal promotions represented **55.56% of all appointments**, compared with **20.00% in 2024**. This increase was partly driven by the internal reorganisation and the evolution of responsibilities within the team.

2024	2025	Trend
20.00%	**55.56%**	+ *Increase*

% Internal promotions / total appointments

Person	New responsibility	Career at Emsa
Patricia Elvira	CEO	She has been with Emsa for 18 years. She began her career in the Technical Department and has since held responsibilities across different areas, becoming a key figure in the company's corporate strategy. She has led innovation projects, promoted the sustainability strategy and contributed to Emsa's strategic positioning in the market. Her appointment as CEO marks the beginning of a new chapter for the company.
Maria Llorca	Corporate Director	She has been with Emsa for 10 years. She began her career in the Technical Department, later became Quality Director and, in 2025, took on the role of Corporate Director. She stands out for her precision and her ability to pay attention to detail without losing sight of people.
Laia Bogunyà	QSHE Director	One of Emsa's emerging talents. Since joining the QHSE Department, she has demonstrated commitment, a strong capacity for learning and solid professional development, leading her to take on the management of the department.
Mohamed El Mir	Warehouse	He moved from Production to the Warehouse in a progression that reflects professional growth, responsibility and a proactive attitude. During this time, we have seen him take on new challenges with a highly positive approach and a close relationship with the team.
Víctor Arévalo	Traffic	He joined Emsa as a trainee and progressed within the company before moving to the Traffic Department. His career reflects the value of giving young professionals opportunities and supporting their professional development from the outset.

28. Occupational health, safety and well-being

The health and safety of our people are a priority at Emsa. Our policy is based on a clear ambition: to achieve the highest possible level of safety, with a permanent goal of zero accidents.

We work with chemical products and operate within a value chain where prevention, training and compliance with procedures are essential to protect people and ensure safe operations. Our objective is therefore not only to reduce accidents, but to prevent them altogether.

This section presents the main indicators relating to occupational risk prevention, health and safety training, and accident rates. In 2025, we maintained a particularly significant result: **no recordable accidents involving absence from work, no accidents without absence, no lost-time injuries, no fatalities and no recordable occupational diseases**.

2024	2025	Target 2026	Trend
89.58%	**82.00%**	100%	*Decrease*

Percentage of employees who received occupational health and safety training within the last five years

Occupational safety performance

Emsa's objective is to maintain a zero accident rate. In 2025, there were no accidents involving absence from work, no accidents without absence, no lost-time injuries, no fatalities and no recordable occupational diseases.

Indicator	2024	2025	2026 target
Number of accidents involving absence from work / hours worked	0	0	0
Number of accidents without absence from work / hours worked	0	0	0
Lost-time injury frequency rate (LTI)	0	0	0
Lost-time injury severity rate (LTI)	0	0	0
Number of fatalities / hours worked	0	0	0
Fatalities resulting from an ailment or occupational disease	0	0	0
Cases of recordable ailments and occupational diseases	0	0	0

Workplace accidents

In 2025, there were no accidents involving absence from work or accidents without absence, maintaining the objective of a zero accident rate.

Lost-time injuries

Lost-time injuries are those that prevent an employee from continuing their usual work for a specific period. In 2025, both the frequency rate and severity rate remained at zero.

Occupational diseases and fatalities

In 2025, there were no fatalities, ailments or recordable occupational diseases.

Continuous improvement in safety

During the year, we identified an area for improvement in drum unloading and introduced a **dedicated unloading clamp** to enhance handling safety and reduce operational risks.

Key learning from 2025

In 2025, we maintained a result of zero across all accident, lost-time injury, fatality and occupational disease indicators. This is a positive result, but we must remain vigilant.

Next step for 2026

Update and strengthen preventive training to achieve the target of **100% of employees having received occupational health and safety training within the last five years.**

29. Product information and labelling requirements

Product information and labelling are critical aspects of our business. Every raw material or chemical speciality must be accompanied by clear, up-to-date documentation that complies with applicable requirements.

For Emsa, this information is more than a regulatory obligation: it is essential for protecting people, facilitating the safe use of products and strengthening trust throughout the value chain.

Labelling-related incidents

	Result 2024	Target 2025	Result 2025	% target achievement	2026 target
Percentage of tonnes affected by labelling incidents out of total tonnes solds	0.11%	0%	0.10%	99.90%	0%

Updated safety data sheets

Safety data sheets are an essential tool for ensuring the safe use, handling, storage and transport of products.

	Result 2024	Target 2025	Result 2025	2026 target
Number of safety data sheets updated / total number of safety data sheets in the system	100%	100%	98.63%	100%

Technical product training

Training is essential for managing product information correctly, particularly in relation to technical documentation, classification, labelling, transport, safety and compliance.

	Result 2024	Target 2025	Result 2025	% target achievement	2026 target
Training hours per employee	37	20	18	90%	20

Key learning from 2025

In 2025, we slightly reduced the number of labelling incidents, but did not achieve our target of zero incidents. The complete update of certain safety data sheets also remained pending, partly due to our reliance on documentation provided by suppliers.

These results highlight clear areas for improvement: strengthening pre-shipment checks, particularly for international operations, and improving document monitoring with suppliers to ensure that safety data sheets are always up to date in the system.

Next step for 2026

Consolidate the current controls and maintain a continuous improvement policy to move towards **zero labelling incidents** and **100% of safety data sheets being up to date**.

30. Well-being and health

Healthy eating

We promote the distribution of fruit among employees as a simple way to encourage healthy habits and support more responsible consumption. In 2025, we marked three years of working with **Talkual**, a social enterprise that combats food waste by finding a use for fruit and vegetables that do not meet the market's aesthetic standards but retain all their nutritional properties and quality.

	2024	2025
Kilograms of fruit distributed per employee per year	**15.53**	**16.96**

According to Spain's Ministry of Agriculture, Fisheries and Food,

1,125.23 million

kilograms or litres of food and drink were wasted in Spain in 2024. To put this figure into perspective, it is equivalent to

more than **56,000** lorries

each carrying 20 tonnes of food.

TALKUAL

Oncotrail: kilometres that make a difference

ONCOTRAIL

In 2025, we once again supported **Oncotrail** and expanded our contribution by adding **one more team** to those sponsored by Emsa.

Oncotrail is a **100 km charity race** organised by the **Fundació Oncolliga Girona**, which raises funds to improve the quality of life of cancer patients and their families.

According to the organisation, this year's event brought together **more than 3,000 participants** across 343 teams, who completed a route through the Costa Brava and Les Gavarres within a maximum of **30 hours**. Thanks to the involvement of runners, teams, companies and supporters, **more than €425,000** was raised for the cause.

Philanthropy: sport, community and health

In 2025, we allocated approximately 3% of the company's contribution margin to supporting sporting initiatives due to their capacity to promote health, shared effort, inclusion, teamwork and a sense of community.

3%

of the contribution margin allocated to sporting initiatives

Supporting local rugby: Gòtics and Químic

Rugby is part of Emsa's history. Jorge Grima, the company's founder, was a rugby player, and many of the values embodied by this sport—commitment, responsibility, respect, initiative and teamwork—remain deeply rooted in the way we understand the company.

This spirit reflects what we call the Emsa profile: people who get involved, take responsibility, collaborate and understand that everyone's contribution matters when moving forward as a team.

For several years, we have supported the development of rugby in Barcelona by sponsoring two local clubs: **Gòtics Rugby Club** and **Químic Equip de Rugby (QER)**.

Both clubs promote participation, community and inclusion through sport, with teams made up of people of different ages, genders and backgrounds. Their work in grassroots, youth and women's rugby reinforces values that are closely aligned with those of Emsa: shared effort, respect, community and teamwork.

Spain–Portugal match, FIRA Iberian Cup, International Amateur Rugby Federation, 1985.

We Care.

Sustainability Report | 2025

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